

**DIRECTIVE
WORKFORCE SERVICES**

Number: WSD10-11

Date: December 8, 2010
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TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: LWIA FINAL PERFORMANCE GOALS FOR PY 2009-10 AND
PY 2010-11

EXECUTIVE SUMMARY:

Purpose:

This directive publishes final Local Workforce Investment Area (LWIA) performance goals for the Program Year (PY) 2009-10 and PY 2010-11 Adult, Dislocated Worker, and Youth Programs.

Effective Date:

This directive is effective on the day of issuance.

REFERENCES:

- Workforce Investment Act (WIA) Sections 136(b) and 136(c)
- Title 20 Code of Federal Regulations (20 CFR) Part 666
- DOL Training and Employment Guidance Letter (TEGL) 17-05, Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues (February 17, 2006), and DOL TEGL 17-05 Change 2 (May 20, 2009)
- DOL TEGL 8-99, Negotiating Performance Goals; and Incentives and Sanctions Process under Title I of WIA (March 3, 2000)
- DOL TEGL 11-01, Guidance on Revising WIA state Negotiated Levels of Performance (February 12, 2002)
- WIA Directive WIAD09-16, Modification of Exemplary Performance Incentive Award Policy (April 14, 2010).

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STATE-IMPOSED REQUIREMENTS:

This directive contains some State imposed requirements. These requirements are indicated by ***bold, italic type***.

FILING INSTRUCTIONS:

This directive supersedes Draft Directive WSDD-49, issued October 8, 2010. Retain this directive until further notice.

BACKGROUND:

The State is required to reach agreement with the Secretary of Labor on state-level performance goals for WIA Adult, Dislocated Worker, and Youth Programs. In addition, WIA Section 136(c)(2) states that the Local Workforce Investment Board (LWIB), chief elected official, and the Governor shall negotiate and reach agreement on the local levels of performance. Working in collaboration with the California Workforce Investment Board, the Employment Development Department's Workforce Services Division has been delegated the responsibility for the negotiation of the State and local performance.

POLICY AND PROCEDURES:

This directive provides the final LWIA performance goals for the Adult, Dislocated Worker, and Youth Programs for PY 2009-10 and PY 2010-11. The LWIA's Youth performance goals are the same as the State levels. The Youth goals were not negotiated for PY 2009-10 and PY 2010-11 at the individual LWIA's level.

ACTION:

This directive should be brought to the attention of Program Administrators and staff, and the LWIB.

INQUIRIES:

If you have any questions about this policy, please contact your [Regional Advisor](#) at (916) 654-7799.

/S/ MICHAEL EVASHENK, Chief
Workforce Services Division

Attachments

PROGRAM YEAR 2009-10 and 2010-11 PERFORMANCE GOALS BY LOCAL AREAS

ADULT	ENTERED EMPLOYMENT	RETENTION RATE	AVERAGE EARNINGS
ALAMEDA	75.5%	78.0%	\$15,000
ANAHEIM	74.5%	81.0%	\$11,000
CONTRA COSTA	76.5%	80.0%	\$13,500
FOOTHILL CONSORTIUM	74.0%	77.5%	\$13,600
FRESNO	67.0%	76.0%	\$10,500
GOLDEN SIERRA CONSORTIUM	70.5%	80.0%	\$15,000
HUMBOLDT	71.5%	81.0%	\$12,500
IMPERIAL	69.5%	81.5%	\$9,800
KERN/INYO/MONO CONSORTIUM	67.0%	77.0%	\$10,100
KINGS	70.0%	79.0%	\$11,500
LOS ANGELES CITY	75.0%	76.5%	\$11,100
LOS ANGELES COUNTY	74.5%	77.5%	\$10,800
LONG BEACH	41.0%	74.0%	\$11,700
MADERA	48.0%	69.0%	\$10,100
MARIN	71.0%	80.5%	\$15,000
MENDOCINO	71.0%	81.0%	\$12,500
MERCED	72.0%	78.5%	\$13,000
MOTHER LODE CONSORTIUM	69.5%	79.0%	\$12,000
MONTEREY	67.0%	75.0%	\$10,500
NAPA	70.0%	81.0%	\$15,000
NORTH CENTRAL COUNTIES CONSORTIUM	62.0%	76.5%	\$11,500
NORTHERN RURAL TRAINING EMPLOYMENT CONSORTIUM	72.0%	80.0%	\$10,500
NOVA	45.0%	76.0%	\$15,500
OAKLAND	68.0%	75.0%	\$11,000
ORANGE	73.5%	78.0%	\$14,400
RICHMOND	77.0%	82.0%	\$15,000
RIVERSIDE	51.0%	72.0%	\$11,000
SACRAMENTO	48.0%	75.0%	\$11,500
SANTA ANA	61.1%	75.5%	\$11,800
SANTA BARBARA	71.0%	78.0%	\$13,700
SAN BENITO	73.0%	75.5%	\$10,500
SAN BERNARDINO CITY	72.5%	77.5%	\$9,000
SAN BERNARDINO COUNTY	41.0%	76.5%	\$11,500
SOUTH BAY	77.0%	78.5%	\$11,747
SANTA CRUZ	73.0%	78.0%	\$12,500
SAN DIEGO	48.0%	76.5%	\$12,800
SOUTHEAST LOS ANGELES COUNTY	72.0%	75.0%	\$13,300
SAN FRANCISCO	68.0%	80.0%	\$10,000
SAN JOAQUIN	70.5%	78.0%	\$12,000
SAN JOSE CITY	44.0%	76.0%	\$13,000
SAN LUIS OBISPO	72.0%	83.5%	\$10,500
SAN MATEO	67.0%	80.0%	\$13,500
SOLANO	72.0%	81.0%	\$14,000
SONOMA	57.8%	75.0%	\$12,500
STANISLAUS	66.5%	74.0%	\$10,800
TULARE	60.3%	79.0%	\$11,800
VERDUGO CONSORTIUM	61.8%	80.5%	\$12,000
VENTURA	48.5%	75.0%	\$12,800
YOLO	70.0%	80.5%	\$14,000
STATEWIDE GOAL PY 2009-10 AND PY 2010-11	56.4%	81.0%	\$13,000

PROGRAM YEAR 2009-10 and 2010-11 PERFORMANCE GOALS BY LOCAL AREAS

DISLOCATED WORKER	ENTERED EMPLOYMENT	RETENTION RATE	AVERAGE EARNINGS
ALAMEDA	78.0%	84.0%	\$16,200
ANAHEIM	78.0%	85.0%	\$16,000
CONTRA COSTA	77.0%	86.0%	\$16,500
FOOTHILL CONSORTIUM	73.5%	81.5%	\$16,500
FRESNO	72.0%	80.0%	\$11,000
GOLDEN SIERRA CONSORTIUM	71.0%	85.0%	\$16,000
HUMBOLDT	73.0%	84.5%	\$12,800
IMPERIAL	73.0%	83.0%	\$9,500
KERN/INYO/MONO CONSORTIUM	72.0%	80.0%	\$12,500
KINGS	73.0%	82.0%	\$14,000
LOS ANGELES CITY	74.0%	82.0%	\$14,400
LOS ANGELES COUNTY	72.0%	82.0%	\$14,000
LONG BEACH	67.3%	82.0%	\$15,900
MADERA	67.3%	80.0%	\$11,300
MARIN	75.0%	87.0%	\$17,000
MENDOCINO	72.0%	82.0%	\$14,800
MERCED	74.0%	81.0%	\$13,900
MOTHER LODE	76.0%	80.5%	\$14,500
MONTEREY	63.4%	80.0%	\$12,500
NAPA	78.0%	81.0%	\$17,000
NORTH CENTRAL COUNTIES CONSORTIUM	67.3%	80.0%	\$14,500
NORTHERN RURAL TRAINING EMPLOYMENT CONSORTIUM	73.5%	82.0%	\$15,400
NOVA	58.0%	77.5%	\$20,000
OAKLAND	74.0%	83.0%	\$13,000
ORANGE	76.0%	81.5%	\$16,200
RICHMOND	86.0%	86.0%	\$16,000
RIVERSIDE	47.0%	83.0%	\$13,500
SACRAMENTO	59.1%	81.0%	\$15,500
SANTA ANA	58.9%	83.0%	\$14,000
SANTA BARBARA	76.0%	79.0%	\$14,500
SAN BENITO	70.0%	77.0%	\$13,500
SAN BERNARDINO CITY	79.5%	85.0%	\$12,000
SAN BERNARDINO COUNTY	48.5%	83.0%	\$14,000
SOUTH BAY	75.0%	83.0%	\$17,000
SANTA CRUZ	73.0%	81.0%	\$13,500
SAN DIEGO	46.5%	83.0%	\$15,900
SOUTHEAST LOS ANGELES COUNTY	71.0%	83.0%	\$15,000
SAN FRANCISCO	72.0%	84.0%	\$10,000
SAN JOAQUIN	73.0%	81.5%	\$14,500
SAN JOSE CITY	52.2%	83.0%	\$16,500
SAN LUIS OBISPO	77.0%	87.0%	\$14,500
SAN MATEO	74.0%	84.0%	\$15,900
SOLANO	75.0%	85.0%	\$16,100
SONOMA	64.0%	83.0%	\$14,500
STANISLAUS	74.0%	79.5%	\$12,500
TULARE	71.4%	79.5%	\$11,500
VERDUGO CONSORTIUM	59.9%	85.0%	\$16,000
VENTURA	57.0%	76.0%	\$15,500
YOLO	72.0%	83.0%	\$12,000
STATEWIDE GOAL PY 2009-10	67.3%	83.0%	\$15,900
STATEWIDE GOAL PY 2010-11	69.5%	83.0%	\$15,900

PROGRAM YEAR 2009-10 and 2010-11 YOUTH PERFORMANCE STATEWIDE GOALS

COMMON MEASURE	PY 2009-10	PY 2010-11
PLACEMENT IN EMPLOYMENT OR EDUCATION	69%	65%
ATTAINMENT OF DEGREE OR CERTIFICATE	65%	61%
LITERACY AND NUMERACY GAINS	40%	40%

Summary of Comments

Final Directive “LWIA FINAL PERFORMANCE GOALS FOR PY 2009-10 and PY 2010-11”

There were 16 commenter's to the final version of this directive:

Commenter's #1-10 As a result of increased unemployment and high levels of unemployment in the county during the performance period, these LWIA's requested that their performance goals be changed.

Response to Commenter's #1-10 The WIA adult and dislocated worker performance goals were revised with consideration of historical outcomes and economic conditions, including the current unemployment rates in the local areas.

Commenter's #11-13 These commenters stated that their performance levels have been affected by the implementation of the Integrated Service Delivery Model. These commenters also stated that they are focused on providing skill development services as well as staff-assisted services to adult customers in the adult and dislocated worker pool.

Response to Commenter's #11-13 Recognizing the fact that local areas who have implemented an Integrated Service Delivery (ISD) model face unique challenges in meeting their expected performance goals, the ISD goals were reviewed and revised to reflect those challenges.

Commenter #14 This commenter suggested that if there is no negotiation, then remove the inference in the title and that this was not one of the high points of this program.

Response to Commenter #14 The process of negotiating goals is an administrative requirement. This will be a more transparent and participatory process in the future.

Commenter's #15-16 These commenters stated they would like to negotiate their performance standards for both PY 2009-10 and PY 2010-11 and wanted to exercise their rights to negotiate and reach an agreement on the proposed local levels of performance as presented in draft directive WSDD-49.

Response to Commenter's #15-16 In coordination with the local areas and reflective of historical outcomes and economic conditions, local area WIA adult and dislocated performance goals were revised.